

# **“Excellence in Achievement” Awards**

Differentiated Pay Proposal  
Senate Bill No. 1199, Section 5, 33-1004J

# Committee

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- Joe Grover
- Debbie Gibson
- Melissa Langan
- Monica White
- Stephanie Carpenter
- Barb Jensen
- Jodie Mills

# Criteria:

- Approved by the local board of trustees
- Not be subject to collective bargaining.
- 40% can be for professional development, leadership and resources to implement Idaho Core
- Excellence in Achievement Awards
  - goals and identifying objective measures of growth in student achievement to be used.
- School-wide level, the individual level or any other grouping below the school-wide level.

# Highlights of the Proposal

- Total Projected Allocation = \$420,000
  - 60% = \$252,000 "Excellence in Achievement"
  - 40% = \$168,000 "Idaho Core Implementation"
- Certificated or non-certificated employees are eligible for awards.

# Highlights of the Proposal

- 60% = Excellence in Achievement Awards  
\$252,000
- Step One:
  - Schools will develop plans based on their school improvement SMART goals.
- Step Two:
  - Participating instructional staff members will develop a department/grade level or individual goal in direct support of the SMART goal.

# Highlights of the Proposal

- Instructional staff can earn shares the following way:
  - Full Share = SMART goal + Individual goal met
  - $\frac{1}{2}$  Share = SMART goal met and Individual goal not met
  - $\frac{1}{2}$  Share = SMART goal not met and Individual goal met
  - 0 Share = SMART goal not met and Individual goal not met
- Non-instructional staff members are eligible for a set amount ONLY if the school meets the SMART goal.

# Highlights of the Proposal

- **40% - Idaho Core Implementation**
  - Professional development (\$68,000)
  - Leadership Stipends (\$50,000)
  - Building Stipends (\$24,000)
  - District Stipends (\$26,000)

# Highlights of the Proposal – Prof. Development & Leadership

- **Professional development (\$68,000)**
  - Idaho Core implementation, substitute reimbursement, training and printing materials.
- **Leadership Stipends (\$50,000)**
  - All buildings will be allocated \$5,000 (maximum amount of \$500.00 per stipend)
  - Building administration are not eligible for a leadership stipend.



# Highlights of the Proposal - Stipends

## ■ Building Stipends (\$24,000)

- Each school will be allocated a specific amount to distribute at the latitude of the building principal.
  - Canyon Spring HS = \$2,000
  - Caldwell HS = \$2,800
  - All others = \$2,400

## ■ District Stipends (\$26,000)

- The purpose of implementing the Idaho Core and development of district-wide assessments.

# Highlights of the Proposal - Stipends

## ■ Stipend Amount

- \$1,200 = Highest (max.) amount for a stipend
  - Full year commitment
- \$50 = Lowest (min.) amount of a stipend
- Job description for all stipends
- Supplemental Stipend

Projected Allocation \$ 420,000.00

Draft 8/5/2013

60% \$ 252,000.00 EXCELLENCE in ACHIEVEMENT AWARDS  
40% \$ 168,000.00 IDAHO CORE IMPLEMENTATION

### EXCELLENCE in ACHIEVEMENT AWARDS

60% \$ 252,000.00  
\$ 240,250.00 (minus \$11,750.00 for non-instructional)

### INSTRUCTIONAL STAFF

Staff Share Value

1/2 share = School Goal  
1/2 share = Dept/GL

All Instructional	518	\$463.80
Certified Only	393	\$611.32
Certified & Admin	409	\$587.41
Certified & Para	502	\$478.59

**\*\*INDEPENDENT of EACH OTHER\*\***

### Non-INSTRUCTIONAL STAFF

94 \$125.00 \$11,750.00 sub total

**\*\*Eligible for \$100.00 when school goal met\*\*\***

### IDAHO CORE IMPLEMENTATION

40% \$ 168,000.00

Professional Development \$68,000.00

Leadership/Stipends \$100,000.00

PROF DEVELP \$68,000.00 (district only)  
(Idaho Core Curriculum implementation, substitute pay, training materials)

LEADERSHIP \$50,000.00 (school only)  
per school \$5,000.00 \$500 max. (no admin)

### STIPENDS \$50,000.00

District	\$26,000.00	
School	CHS	\$2,800.00
	JMS, SMS, LC, LIN, SAC, VB, WAS, WIL)	\$2,400.00
	CSHS	\$2,000.00

per school

### Stipend Amount/Description

Full	\$1,200.00
1/2	\$600.00
1/4	\$300.00
1/8	\$150.00
Misc.	\$50.00

	Certified	Admin	Instruct	Non-Instruct
CHS	70	3	12	21
CSHS	24	2	6	2
JDC	2	0	1	0
FA	9	1	1	2
JMS	38	2	12	10
SMS	45	2	12	11
LC	29	1	6	8
Lincoln	26	1	11	7
Sac	33	1	12	7
VB	38	1	9	9
Wash	41	1	14	8
Wilson	38	1	13	9
Sub TOTAL	393	16	109	94
TOTAL	518			

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Draft 8/5/2013

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**\*\*BUT NOT for \$100.00 per month per seat\*\***

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